



Health Support Services Employer Offer

**Highlights
Information Package**

After eight months of bargaining and three days of conciliation, your bargaining committee has received an offer from your employers. The committee worked extremely hard on your behalf and wants you to be fully informed before voting on this offer.

The CUPE Local 8920 Health Support Bargaining Committee Members are recommending acceptance. The monetary aspect of this package is the most substantial that we have seen in this bargaining unit's history. This two-year deal would expire in October 2025.

Below, we have provided the significant financial proposals from the employers' offer. The full offer is being made available as well, so you have the ability to look at the information in its entirety prior to voting.

If you have any questions or concerns, please reach out to any member of your negotiating council and attend one of the town hall calls

scheduled for Thursday.

Offer Highlights:

MONETARY PACKAGE

Two-year deal as follows:

November 1, 2023 - October 31, 2025

General Economic Adjustment applying to all classifications: • **November 1, 2023: Three per cent (3%)**

Special Bargaining Unit Adjustment applying to all classifications in the Bargaining Unit:

- **November 1, 2023: Two and one-half percent (2.5%)**

General Economic Adjustment applying to all classifications:

- **November 1, 2024 Two percent (2.0%).**

SHIFT PREMIUM

Effective **November 1, 2024**, for all hours worked, including overtime hours worked, on shifts where half or more of the hours are regularly scheduled between 6:00 p.m. and 6:00 a.m., Employees shall receive a shift premium of four dollars (\$4.00) per hour.

WEEKEND PREMIUM

Effective **November 1, 2024** for all hours worked between the hours of 0001 Saturday and 0700 Monday, Employees shall receive a weekend premium of four dollars (\$4.00)

RECRUITMENT & RETENTION (BUILDING TRADES)

The classifications listed in the table included on the following page (the "Listed Classifications") are acknowledged as having Market Adjustments in place as of October 31, 2023. The Market Adjustment for the Listed Classifications shall be added to the base rate for the classification, regardless of location and employer, effective November 1, 2023. Where a classification has different Market Adjustments, the higher of the Market Adjustments will be the one that gets added to the base rate in accordance with paragraph 2 above. Any General Economic Adjustments, Special Bargaining Unit Adjustments, Functional Adjustments or any other financial adjustments to the Listed Classifications shall be applied to the Listed Classification after the inclusion of the Market Adjustment

described above. The Parties may, by agreement, add any classification to the List in paragraph 1.

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Org	Zone	Current Pay Grade	Current Title	SUP Pay Plan Pay Grade	SUP PPT Class Title*	Current Mkt Adj.	New Market
NSH	CZ	SUP115	2nd Class Stationary Engineer	SUP115	2nd Class Stationary Engineer	\$5,000	\$5,000
NSH	CZ	SUP211	3rd Class Stationary Engineer	SUP211	3rd Class Stationary Engineer	\$2,475	\$2,475
NSH	CZ	SUP211	3rd Class Stationary Engineer	SUP211	3rd Class Stationary Engineer	\$2,000	\$2,475
NSH	CZ	SUP114	Air Conditioning/Refrigeration Tech	SUP114	Air Conditioning/Refrigeration Tech	\$4,436	\$6,000
NSH	WZ	SE53	Air Conditioning/Refrigeration Tech	SUP114	Air Conditioning/Refrigeration Tech	\$ -	\$6,000
NSH	EZ	HTH054S	Biomedical Engineer Certified	SUP315B	Biomedical Engineering Technologist (Certified)	\$10,000	\$10,000
NSH	CZ	HTH124S	Biomedical Engineer Certified	SUP315B	Biomedical Engineering Technologist (Certified)	\$10,000	\$10,000
NSH	WZ, NZ	HTH124S	Biomedical Engineering Tech	SUP315B	Biomedical Engineering Technologist (Certified)	\$10,000	\$10,000
IWK	IWK	GE87	Biomedical Engineering Technologist	SUP315B	Biomedical Engineering Technologist (Certified)	\$10,000	\$10,000
NSH	EZ	HTH050S	Biomedical Engineer Non-Certified	SUP315A	Biomedical Engineering Technologist (Non-Certified)	\$10,000	\$10,000
NSH	CZ	HTH131S	Chief Biomedical Engineering Tech	SUP317	Chief Biomedical Technologist	\$10,000	\$10,000
NSH	CZ	HTH131S	Chief Dialysis Technologist	SUP317	Chief Dialysis Technologist	\$10,000	\$10,000
NSH	WZ	SE59	Chief Eng. Plant & Main VRH	SE59	Chief Eng. Plant & Main VRH (2nd Class)	\$ -	\$5,000*

NSH	CZ	SUP114	Chief Operating Engineer 3rd Class	SUP114	Chief Operating Engineer 3rd Class	\$2,475	\$2,475*
NSH	WZ	SE59	Chief Plant YRH	SE59	Chief Plant YRH	\$5,000	\$5,000*
NSH	CZ	SUP114	Controls Technician	SUP114	Controls Technician	\$4,436	\$4,436
IWK	IWK	SVC043	Electrician	SUP114	Electrician	\$4,436	\$4,436
NSH	CZ	SUP114	Electrician	SUP114	Electrician	\$4,436	\$4,436
NSH	WZ, NZ	SE53	Electrician	SUP114	Electrician	\$ -	\$4,436
NSH	EZ	SVC044	Electrician	SUP114	Electrician	\$ -	\$4,436
IWK	IWK	NA	New position	SUP113	Electromechanical Technician	\$ -	\$4,436
NSH	NZ, WZ	SE55	Engine Operator 2nd Class	SE55 2nd Class	Engine Operator 2nd Class	\$5,000	\$5,000*
NSH	WZ, NZ	SE51	Engine Operator 3rd Class	SE51	Engine Operator 3rd Class	\$ -	\$2,475*
NSH	WZ, NZ	SE47	Electromechanical Technician	SUP113	Equipment Maintenance Technician	\$ -	\$2,516
NSH	EZ	SVC045	Electromechanical Technician	SUP113	Equipment Maintenance Technician	\$ -	\$2,516
NSH	CZ	SUP113	Equipment Maintenance Tech	SUP113	Equipment Maintenance Technician	\$2,516	\$2,516
NSH	WZ	SE53	Industrial Mechanic	SUP114	Industrial Mechanic	\$ -	\$4,436
NSH	CZ	SUP114	Industrial Mechanic/ Millwright	SUP114	Industrial Mechanic/ Millwright	\$4,436	\$4,436
NSH	All		Lead Hand classifications		Lead Hand classifications**	\$ -	Aligned with Associated classification
NSH	WZ	SE53	Industrial Mechanic/Millwright	SUP114	Millwright	\$ -	\$4,436
NSH	EZ/ DHA 8	SVC042	Millwright	SUP114	Millwright	\$ -	\$4,436
	EZ/				Millwright	\$ -	

NSH	EZ	SVC046	Power Engineer SVC046 3rd Class		Power Engineer 3rd Class	\$ 2,000	\$2, 475*
NSH	EZ	SVC046	Power Engineer SVC046 3rd Class		Power Engineer 3rd Class	\$ -	\$2,475*
NSH	EZ/ DHA 8	SVC048	Power Engineer, SVC048 2nd Standard Certification		Power Engineer, 2nd Standard Certification	\$ -	\$5,000*
NSH	EZ	SVC046	Power Engineer, SVC046 3rd Standard Certification		Power Engineer, 3rd Standard Certification	\$ -	\$2,475*
IWK	IWK	SVC041	Refrigeration Maintenance	SUP114	Refrigeration Maintenance	\$4,436	\$6,000
NSH	EZ/ DHA 8	SUP114	Plumber	SUP114	Refrigeration Tech***	\$6,000	\$6,000
NSH	WZ	SE51	Shift Operator 3rd Class	SE51	Shift Operator 3rd Class	\$ -	\$2,475*
NSH	CZ	SUP114	Steam Fitter Welder	SUP114	Steam Fitter Welder	\$4,436	\$4,436
NSH	EZ	SUP114	Steam Fitter Welder	SUP114	Steam Fitter/ Pipefitter	\$ -	\$4,436
NSH	DHA 7	SVC044	Millwright	SUP114	Perm Relief 2nd Class Engineer	\$5,000	\$4,436
NSH	CZ	SUP115	Perm Relief 2nd Class Engineer	SUP115	Plant Engineer	\$ -	\$5,000*
NSH	EZ/ DHA 8	SVC047	Plant Engineer	SVC047	Plumber	\$4,436	\$2,475*
NSH	CZ	SUP114	Plumber	SUP114	Plumber	\$ -	\$4,436
NSH	WZ,	SE53	Plumber	SUP114			\$4,436
NSH	NZ	SVC040	Plumber	SUP114	Plumber	\$ -	\$4,436
NSH	EZ/ DHA 7						
IWK	IWK	SVC040	Plumber - Journeyman	SUP114	Plumber	\$4,436	\$4,436

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* The Pay Plan Transition has not been finalized for the Power Engineers and is not reflected in the PPT Class Titles. Market Adjustments for those classifications will be based on the outcome of the completed PPT process.

** Lead Hand Classifications will receive the Market Adjustment for the associated classification.

*** This Plumber is actually an Air Conditioning/ Refrigeration Tech. This Market Adjustment will be applied to the Air Conditioning/ Refrigeration Tech classification.

NEW MARKET ADJUSTMENTS

In addition, the following classifications which do not have current market adjustments will receive the following market adjustments, which will be added onto the base wage rate for the classification, effective date of ratification:

- Painter - \$2,475
- Carpenter - \$2,475
- Building Maintenance Worker - \$2,475
- 4th Class Engineers - \$1,000

RECRUITMENT AND RETENTION PROPOSAL (BUILDING TRADES) - APPENDIX A

The following classifications would receive an additional 2.5 per cent backdated to November 1st, 2023:

- Painter
- Carpenter
- Equipment Maintenance Technician
- Air conditioning Refrigeration Tech
- Electrician, Electromechanical Technician
- Air Conditioning/Refrigeration Tech
- Electrician
- Industrial Mechanic (old title Industrial Mechanic/ Millwright)
- Millwright
- Plumber
- Plumber-Journeyman
- Steam Fitter
- Welder
- Chief Engineer Lead Hand
- Electrical Technologist
- Building Maintenance Worker
- H-vac Engine Operator 4
- Power Engineer 4 Class Standard Certification
- Power Engineer
- Engine Operator 3rd Class
- Shift Operator 3rd Class
- Power Engineer 3rd Standard Certification
- Plant Engineer
- Shift Operator 2nd Class

- Power Engineer, 2nd Standard Certification
- Chief Engineer- Plant & Maintenance, Stationary Engineering II IWK
- Boiler Operators

CLASSIFICATIONS EXISTING IN SUPPORT AND HEALTH CARE BARGAINING UNITS

For classifications that exist in both Support Services and Health Care bargaining units, a new MOA would see **Renal Assistants**, **SPD Tech** (including any “in training” classifications), **MDR Tech** (including any “in training” classifications), and **Unit Aides** be included in the Leading in Atlantic Canada wage comparator process, and parity match to their counterparts in Health Care.

STANDBY COMPENSATION

A language improvement in standby scheduling.

OVERTIME MEAL ALLOWANCE

Overtime meal allowance can be paid as a chit or in money at the employee's request.

TIME OFF IN LIEU OF OVERTIME

Employees may be permitted to continuously carry an accumulation of up seventy-five (75) hours, divided into two sixmonth periods instead of quarterly.

CARRY OVER OF BANKED HOLIDAY TIME

Employees may be permitted to continuously carry an accumulation of up to 45 hours of banked Holiday time, divided into two six-month periods instead of quarterly.

COMPENSATION WHERE REST INTERVAL NOT TAKEN

When the employer cannot permit an eight-hour rest period, double time will be paid instead of time and a half.

REIMBURSEMENT OF EXPENSES UPON RECALL

An increase to three times their regular rate of pay for time worked during the period of recall from vacation.

JUNE 9 - 13 | VOTE 5 PREMIUM**COMPENSATION FOR CANCELLATION OF APPROVED VACATION**

Where the Employer cancels vacation once it has been approved, but prior to the commencement of the vacation, the Employee shall be compensated at two (2) times their regular rate of pay for the time worked during the period of what would have been their period of paid vacation.

LEAVE FOR VOLUNTEER FIREFIGHTER AND GROUND SEARCH AND RESCUE

Subject to operational requirements, every consideration will be given to granting a leave of absence with pay to an Employee who is a registered member of a volunteer fire department or volunteer ground search and rescue organization and who is called out during work hours.

IN-CHARGE PAY (IWK ONLY, ALREADY EXISTS AT NSH)

(a) During off duty hours of the supervisor, where an Employee is designated as being “in-charge”, that Employee shall be paid a premium of seventy cents (\$0.70) per hour. The off duty hours are those hours when the supervisor is not normally on duty, (e.g., evenings, nights, week-ends, paid holidays.) (b) Where an Employee is designated as Team Leader or where during the on duty hours of the supervisor an Employee is designated “in charge”, that Employee shall receive pay equivalent to six (6) per cent higher than their existing rate of pay.

OFF UNIT OVERTIME AVAILABILITY

Once the Employer has exhausted the Work Area Specific Casual List process, including the offering of overtime in the work area, and there remains work available, the Employer may offer such assignment to qualified Employees outside of the home work area who have expressed interest in being assigned overtime work. Notwithstanding Article 15.08, overtime worked outside of the Employee’s home work area shall be taken in the form of pay.

NEW JOB CLASSIFICATION WITH \$3.50 HOURLY

[NEW] MOA ## Permanent Resource Employee (Unit Aides and Patient Attendants Only) [For IWK, Unit Aides Only]

NEW RETIREE RECRUITMENT OPPORTUNITY LANGUAGE

Where the Employer determines a need for a temporary part-time position of 0.4 FTE or less in a work area and is able to establish an inability to fill it with a qualified internal candidate the Employer may post a short or long assignment, in accordance with Article 10, indicating the opportunity is for recent retiree Employees.

PLACEMENT IN A NEW POSITION

Improvement in pay if the Employer does not release you to a newly awarded position.